



Government of **Western Australia**  
**South Metropolitan Health Service**  
**Fiona Stanley Fremantle Hospitals Group**

# Fiona Stanley Fremantle Hospitals Group



**TRANSITION** to **Practice**



# South Metropolitan Health Service

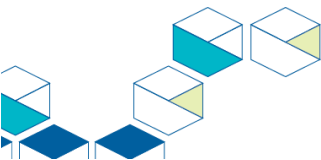
## Vision and values

We will become an excellent health service when we focus on our patients' journey and experience, staff members' engagement, clinical and financial performance.

Delivering our vision of **excellent health care, every time**

we will be an organisation that:

- values a culture of safety and quality, and sustainability
- engages with all staff
- demonstrates high performance across all areas.





About the FSFHG  
**TRANSITION** to Practice  
Program



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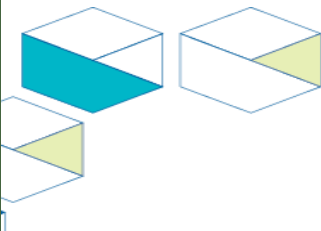
# Tailored Programs For

First Year:

- Registered Nurses
- Enrolled Nurses
- Registered Midwives
- SMHS Mental Health Program



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# Program Structure

- FSFHG: 1 program = 2 sites
- 12 month structured program - 64hrs a fortnight/Part time
- 2 x 6months Placements
- Graduate specific orientation
- Supernumerary days
- Extensive support network
- Graduate specific education
- A celebratory graduate event on completion of the program



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# Study Days & Professional Development



- Graduates are entitled to 5 study days
  - 2 mandatory graduate study days facilitated by Grad Program coordinator
  - 3 'free range' days to explore areas and specialties of interest
- Monthly Transition to Practice education forum and networking opportunity



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# Program Requirements

All graduates must:

- ✓ Work a minimum of 48 hours/fortnight for twelve months, inclusive of leave (6x8hrs shifts per fortnight)
- ✓ Complete two mandatory Transition Program study days
- ✓ Complete a SMHS Performance Development Review at 1 month and 11 months
- ✓ Complete the Nursing & Midwifery Competency Framework ESSENTIAL Skills Workbook (Chapter 2)
- ✓ Complete Core Skills relevant to the clinical areas
- ✓ Participate in graduate forums and tutorials where possible



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# Program Outline

MODULE	Task Requirement
1. Fundamentals in Practice	<ul style="list-style-type: none"><li>a. Set individualised objectives for clinical area</li><li>b. Chapter 1 FSFHG Competency Framework</li><li>c. Sepsis Learning</li></ul>
2. Consolidation of Skills	<ul style="list-style-type: none"><li>a. Chapter 2 FSFHG Competency Framework</li><li>b. Complete Graduate consolidation skills</li></ul>
3. Clinical Skills Development	<ul style="list-style-type: none"><li>a. Core 3 skills – area specific</li><li>b. Progress discussion 1 month/ 7 months</li><li>c. Progress demonstration – ANSAT</li></ul>
4. Continuing Professional Development	<ul style="list-style-type: none"><li>a. Study Day 1 – ACE</li><li>b. Study Day 2 – Step Up</li><li>c. Study day 3-5 study day relevant to placement/interests</li><li>d. Graduate Forums/Inservice</li><li>e. Self-reflection</li></ul>



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# Fiona Stanley Hospital

Specialty	Areas
Rehabilitation	Spinal/ Trauma & Amputee/ Acquired Brain Injury/ Neurology Rehabilitation
Mental Health	Assessment Unit/ Youth Unit /Mother & Baby
Cardiology / Medical Specialties	Cardiothoracic & Vascular/ Cardiology/ Angio/ Respiratory/ Renal & Endocrinology/ Acute Care of the Elderly/ Neurology/ Oncology/ Haematology
Trauma/Musculoskeletal	Orthopaedics/ Burns/ Surgical Specialties
Acute Care Medical	Acute Medical Unit/ General Medicine/Medical Imaging
Acute Care Surgical	Acute Surgical/ General Surgical/ Colorectal & GI



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# Fremantle Hospital

## Clinical areas

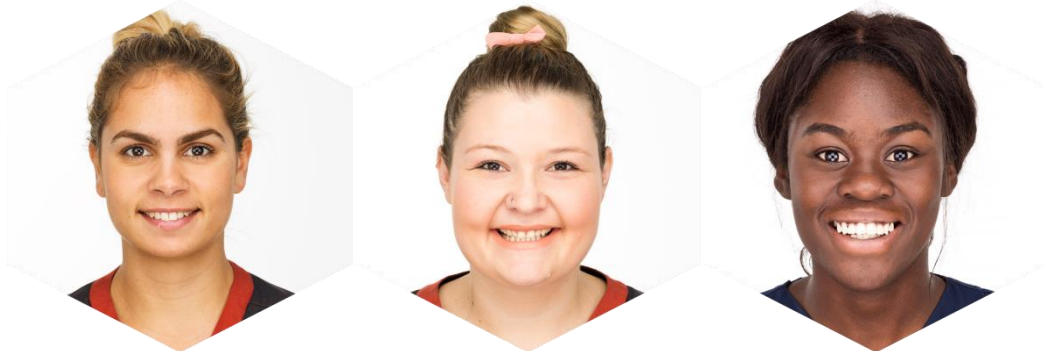
9 North – General Medical & Geri	W 4.1 – Closed MH
9 South – General Medical	W4.2 – General Open MH
7 North – Geriatric Medical	W4.3 – Older Adult MH
7 South – Restorative Unit	W5.1 – General Open MH
8 North – Surgical	Pre-admission Clinic
8 South – Ortho Geri	Non-Admitted Patient Services
B3 – Surgical	Day Admission Clinic
D5 – Respiratory	D4 - Rehabilitation



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# SMHS Mental Health Grad Program

- 12 month contract: FSFHG or Rockingham
- Graduate Certificate with University of Notre Dame
  - 2 units paid for by SMHS
  - 2 units paid by graduate at a discounted rate
  - 2 weeks intensive course at beginning of program
  - 2 study days during the 12month placement
- Graduates can complete further study by applying for Graduate Diploma or Masters of Nursing (Mental Health)



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# FSH Maternity Program

- Obstetrics ward, Birth suite, Pre-natal clinic and MAFAU
- 6 study days
  - Antenatal study day
  - Foetal Surveillance Program
  - Neonatal Resuscitation Program
  - Prompt
  - Intrapartum
  - Newborn skills



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# Graduate Support

The following people are available for graduate support:

- ✓ Dedicated onboarding support team – Nursing Corporate
- ✓ TtP Program Co-ordinators
- ✓ Nurse Unit Manager (NUM)/ Midwifery Manager (MM)
- ✓ Clinical Nurse Educators (CNEs)/ Staff Development Nurses (SDNs)
- ✓ Preceptors
- ✓ Graduate Coaches (8 weeks)



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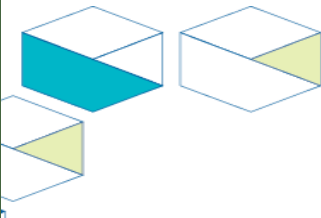
# Graduate Re-employment

Re-employment process:

- Facilitated by Nursing Corporate prior to the completion of the 12 month program, usually about 8 months in
- Application open to all specialties including critical care, acute care, aged care, state rehabilitation within FSFHG
- Successful applicants offered fixed term contract or permanency at the completion of their graduate contract
- Applicants not securing contract or permanency supported through hospital pools and other options



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# Professional Development Beyond the Graduate Year



Exploring Specialty



Transition to Critical Care



Transition from leading self to leading other roles



Advancing clinical leadership skills



Support NUM role development



# Any Questions?

## FOR ONBOARDING ENQUIRIES

Ange Wuwungan – Nurse Manager, Nursing Corporate

Tel: (08) 6152 1618

Email: [FSFHG.NursingRecruit@health.wa.gov.au](mailto:FSFHG.NursingRecruit@health.wa.gov.au)

## FOR ENQUIRIES ONCE COMMENCED

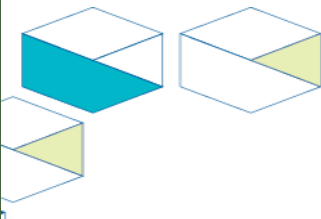
Allison Slater – Nursing & Midwifery Educator

Tel: (08) 6152 3405

Email: [FSFHGGradNurse@health.wa.gov.au](mailto:FSFHGGradNurse@health.wa.gov.au)



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# Welcome to the FSFHG family!!

